

The role of the Risk Manager is to ensure that kids are given the opportunity to play the game that they love in as safe of an environment as possible. This remained the ethos by which the Risk portfolio of CMHA was managed throughout the 2022-2023 season.

On ice, the year proceeded well. The continued efforts by the membership for compliance with safety protocols and regulations are noted and appreciated. Work must continue around awareness of important topics such as concussion protocols and it is the recommendation of the Risk Manager that an Association policy on mandatory concussion testing be considered for implementation by the new Board of Directors.

Off ice, the year presented various challenges to the Board of Directors in which the Risk Manager was involved. These challenges included legal matters and allegations made surrounding the comportment of the Association related to incidents of claimed racism, bullying and discrimination. As these matters continue to be open investigations with various official bodies and law enforcement agencies, a disclosure on the status of the claims can not be provided, however all matters are being handled with the utmost care and attention given the importance of the subject matter and for the benefit of the membership.

CMHA, in conjunction with Hockey Canada, has retained Legal Counsel to represent itself in the legal proceedings and the allegations of racism, bullying and discrimination have all been forwarded to Hockey Canada's Independent Third Party (ITP) for action. The new Board of Directors will be able to review and report on the findings, if any arise, from the ITP once it has concluded its investigation. As CMHA waits for the findings of the ITP report related to the allegations, it is the recommendation of the Risk Manager that the new Board of Directors consider a review of existing policies to update them to current-day realities so as to not delay improvements.

The Board of Directors also dealt with issues related to the implementation of a non-sanctioned hockey disciplinary policy by BC Hockey. This policy, while very clear as to its guidelines, did not provide direction for Associations in dealing with the day-to-day realities of implementing the requirements and can pose an ongoing risk to the Association in terms of many facets including future registrations, referee availability and long-term growth if not properly advocated within the PCAHA and BC Hockey environments. It is the recommendation of the Risk Manager that CMHA advocates for clarity as to implementation of the policy, specifically as it relates to sanctions and penalties on players and Associations.

It is the recommendation of the Risk Manager that the following be considered by the new Board of Directors:

1. An Association policy on mandatory concussion testing be considered for implementation;
2. CMHA advocate to our supervisory bodies for clarity as to implementation of the Non-Sanctioned Hockey policy, specifically as to sanctions and penalties on players and Associations;

3. Ahead of the ITP report that current CMHA policies related to bullying, racism and discrimination be updated and that awareness to the importance of these areas is increased amongst the membership; and
4. That Association by-laws and policies are routinely updated and reviewed by establishing a regular review system so as to avoid confusion, outdated materials, and increase transparency into Board operations.